

# The Declaration of Equal Employment Opportunity

has been signed by the following agencies, members of APPAC, as of October 1978.

A & I Personnel Limited  
Allied Personnel  
Armor Personnel Services  
Brad-Lea Meadows Limited (Executive House)  
Construction Personnel  
Creative Personnel  
Dawson and Ell Placement Service  
Dorothy Tyers Staff Services  
Drake Personnel  
Execusearch  
Forge Management Consultants Ltd.  
D.J. Gosselin Personnel Inc.  
Bernard Grybowski & Associates Ltd.  
Hallmark Personnel  
K.G. Hay and Associates  
Hunt Personnel  
Kent Personnel  
MacMann Associates  
Miss Stacey Personnel  
Office Overload Limited  
Osilla Services Limited  
People Plus  
Personnel World Ltd.  
Phoenix Personnel Ltd.  
Preferred Personnel Ltd.  
S.J. Renard Hospitality Consultants  
Sales Search  
Seven-Eleven Employment Services Ltd.  
Share Temporaries Ltd.  
Systems Personnel Consultants  
J.R. Tew & Associates  
3S Employment Services Ltd.  
V.I.P. Associates



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## The Ontario Human Rights Code

In Ontario it is public policy that every person is free and equal in dignity and rights without regard to race, creed, colour, age, sex, marital status, nationality, ancestry or place of origin.

The Ontario Human Rights Code provides that an individual's race, religion, nationality, age or sex must not be determining factors in hiring or firing, or in treatment in employment (including upgrading or demotion).

The Code further stipulates that there can be no reference made or preference stated, directly or indirectly, in application forms, employment advertisements, or job interviews, nor can there be written or oral inquiries regarding race, creed, colour, age, sex, marital status, nationality, ancestry or place of origin. Nor can any applicant be requested to furnish such information.

Copies of the Ontario Human Rights Code, *Human Rights in Employment* (which explains the employment provisions of the Code), as well as other publications of the Ontario Human Rights Commission are available from:

## The Ontario Human Rights Commission

400 University Avenue, Toronto, Ontario M7A 1T7  
Telephone: 965-6841

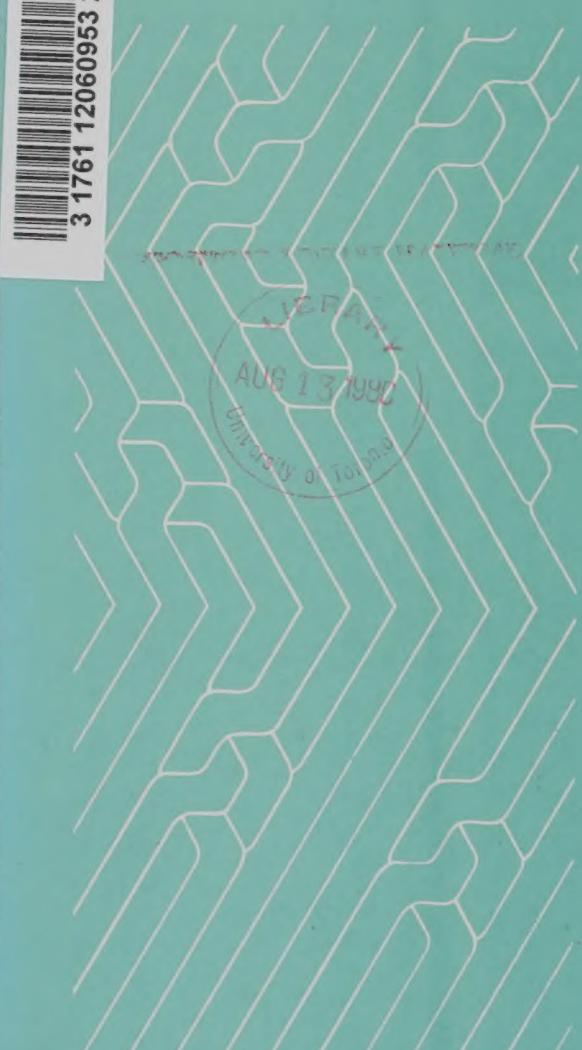
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# Human Rights Declaration of Equal Employment Opportunity

An agreement between  
The Association of Professional Placement Agencies and  
Consultants and the  
Ontario Human Rights Commission

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## **Human Rights and Employment Agencies**

Employers and private employment agencies play a significant role both in the process of hiring personnel and of promoting equal employment opportunities for all qualified applicants. The Declaration of Equal Employment Opportunity, signed by APPAC, represents a recognition of the contribution to human rights which can be made by private employment agencies and the employers whom they serve.

When the Declaration was signed on March 24, 1964, it constituted another step forward in support for human rights which had already been evident on the part of both APPAC and of employers in the Province. In 1962, when the Ontario Human Rights Code came into being, the Commission received letters from 1,000 employers, representing over 200,000 workers, stating that the executives of these firms were solidly behind the Ontario Human Rights Code and were making it the basis of their employment practices. On October 23, 1962, APPAC adopted a policy of non-discrimination, expressed in a formal resolution. Thus the signing of this Declaration in 1964 represented an affirmation of an earlier policy on the part of APPAC.

The wording of the Declaration was amended in 1972 to bring it up to date following the amendments which added age, sex and marital status to the prohibited grounds of discrimination.

The Ontario Human Rights Commission is confident that this agreement sets a tone and leaves no doubt in the public mind about the expressed policy of a company and its desire for positive implementation of Ontario's human rights legislation. In signing the Declaration, the Commission joins other human rights commissions on this continent who have worked out similar agreements with private employment agencies and employers.

## **Declaration of Equal Employment Opportunity**

### **Association of Professional Placement Agencies and Consultants**

As a professional organization representing private employment agencies and in recognition of our responsibilities as designated in the Employment Agencies Act and the Ontario Human Rights Code, the Association of Professional Placement Agencies and Consultants pledges its co-operation to the advancement of full and equal employment opportunity for all qualified workers irrespective of race, creed, colour, nationality, ancestry or place of origin. This undertaking is in accordance with a policy of non-discrimination, adopted by the Association in a formal resolution on October 23, 1962:

"Member firms undertake to treat all applicants equally as stated in our Code of Ethics — 'to treat applicants objectively and responsibly' — and will not allow themselves to be used as a tool of discrimination."

Furthermore, to implement this pledge, we endorse the following affirmative action on behalf of our membership:

1. The promulgation of a clear policy of non-discrimination, disseminated to all supervisors and interviewers on a continuing basis.
2. The acceptance of job orders from employers based solely on specifications of occupational fitness and the refusal to process any job orders based on race, creed, colour, age, sex, marital status, nationality, ancestry or place of origin.
3. The classification and referral of all qualified applicants without designations in respect of race, creed, colour, age, sex, marital status, nationality or place of origin, but on the basis of occupational fitness and the capacity to perform a given job.
4. A periodic review and evaluation of all referral practices, in collaboration with the Ontario Human Rights Commission.